



Human Rights Policy

APPROVALS

The signatures below certify that this policy has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements retained herein and are committed to ensuring their provision.

AUTHORISATION

This policy will be kept under review and formally revised at intervals not normally exceeding 12 months.

	Name	Signature	Position	Date
Prepared by			HSEQ Manager	09.01.2024
Reviewed by			Chairman	09.01.2024
Approved by			Chairman	09.01.2024

STATEMENT OF INTENT

At TW Engineering Co. Ltd, we are committed to upholding and respecting human rights in all aspects of our operations and supply chain. We recognise our responsibility to ensure that our business practices promote dignity, fairness, and equality, consistent with the principles outlined in the United Nations Guiding Principles on Business and Human Rights (UNGPs) and other relevant international frameworks such as the International Labour Organisation (ILO) Core Conventions.

This policy applies to all employees, suppliers, contractors, and other business partners globally.

CORE PRINCIPLES

1. Respect for Human Rights

We are committed to respecting the fundamental rights of all individuals as outlined in the Universal Declaration of Human Rights. This includes:

- The right to freedom from forced or compulsory labour.
- The right to freedom from child labour.
- The right to safe and fair working conditions.
- The right to equality and non-discrimination.
- The right to fair remuneration and working hours.



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2. Ethical Sourcing and Supply Chain Transparency

We ensure that our suppliers align with ethical practices that respect human rights, focusing on labour rights, environmental stewardship, and anti-corruption.

3. Non-Discrimination and Inclusion

We promote diversity and inclusion within our workforce and ensure no discrimination based on race, gender, religion, nationality, or other status.

4. Freedom of Association and Collective Bargaining

We respect the rights of workers to form and join trade unions and engage in collective bargaining without fear of retaliation.

5. Prohibition of Child Labor

- We define child labour as any work that deprives children of their childhood, interferes with their education, or is harmful to their physical or mental development.
- We comply with local laws regarding the minimum working age and ensure that no one below the age of 15, or the legal minimum age in the country of operation (whichever is higher), is employed directly or indirectly within our supply chain.
- Suppliers are required to implement age verification processes to prevent use of underage workers.

6. Elimination of Forced Labor

- Forced labour includes any work or service performed involuntarily under threat of penalty. This encompasses bonded labour, indentured servitude, human trafficking, and any form of modern slavery.
- TW Engineering Co. Ltd strictly prohibits the use of forced, bonded, or compulsory labour, including the withholding of identity documents, wages, or other forms of coercion.
- Suppliers and business partners are required to adhere to these principles and ensure freedom of movement and employment choice for all workers.

PRINCIPAL ACTIONS

To implement this policy, TW Engineering Co. Ltd will take the following actions:

1. Policy Integration and Awareness

- Ensure all employees and suppliers understand and adhere to this Human Rights Policy.
- Include human rights training as part of employee onboarding and annual development programs.

2. Supplier Engagement and Audits

- Establish a Supplier Code of Conduct aligned with this policy and require all suppliers to comply.
- Conduct audits of suppliers, particularly in high-risk regions, to monitor compliance.
- Engage with suppliers to address violations and improve standards through corrective action.

3. Risk Assessment and Due Diligence

- Conduct human rights risk assessments to identify, mitigate, and address potential risks in our operations and supply chain.
- Integrate human rights considerations into our procurement processes.



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4. Remediation Mechanisms

- Establish accessible grievance mechanisms for employees, suppliers, and affected stakeholders to report human rights concerns confidentially and without fear of retaliation.
- Commit to investigating and remediating any identified human rights abuses promptly.

5. Stakeholder Collaboration

- Partner with industry bodies, NGOs, and governments to promote human rights standards globally.
- Engage with affected stakeholders to understand and address their concerns.

6. Continuous Improvement

- Regularly review and update this policy to align with emerging standards and best practices.
- Report annually on human rights initiatives and progress.

GOVERNANCE

- **Accountability:** The Board of Directors of TW Engineering Co. Ltd is responsible for overseeing this policy's implementation and effectiveness.
- **Implementation:** The HSEQ and Procurement teams are tasked with integrating human rights considerations into their respective areas.

COMMITMENT

TW Engineering Co. Ltd is dedicated to maintaining the highest standards of human rights practices across its operations and global supply chains. By doing so, we aim to create a positive impact for our employees, suppliers, customers, and the broader community.